

Dear Colleague

Thank you for your support during 2018, and we are sure 2019 will be just as productive under the capable leadership of the newly appointed Co-Chairs for 2019/20. The incoming Co-Chairs are Professor Caroline Finch AO, Deputy Vice-Chancellor (Research) at Edith Cowan University, and Professor Eileen Baldry, Deputy Vice-Chancellor Equity, Diversity and Inclusion at UNSW Sydney.

### Incoming UAEW Co-Chairs 2019/2020

#### [Professor Caroline Finch AO](#)



#### [Professor Eileen Baldry](#)



### **Sponsorship Guide launch**

On 20 November 2018, UAEW launched the latest in our series of high quality guides, [Sponsorship: Creating Career Opportunities for Women in Higher Education](#), freely available at <https://www.universitiesaustralia.edu.au/UAEW/SponsorGuide>. Thank you to those who braved the torrential Melbourne downpour to attend our final event for the year. The launch event featured an illustrious panel of speakers, including **Elysia McCaffrey**, Deputy Head, UK Government Equalities Office; **Libby Lyons**, Director, The Workplace Gender Equality Agency (WGEA), and co-author of the sponsorship guide, **Dr Jen de Vries**, Gender Consultant.

#### *[Dr Jen de Vries' sponsorship guide powerpoint slides](#)*

Should you wish to review the powerpoint slides from Dr Jen de Vries' presentation, which incorporate a lot of images not in the sponsorship guide, these are available on the [UAEW website](#) in a pdf.

#### *[Highlights from Elysia McCaffrey's panel address](#)*

Elysia commented on the value of the new UAEW sponsorship guide, acknowledging that it is "in a very digestible format". Elysia believes "sponsorship really guarantees the success of women who

have got talent to get through” and that “sponsorship is going to be the real game-changer for us [women]”. We certainly hope so.

*An extract from Libby Lyons’ panel address*

“This is what is so important about gender equality. This [gender equality] is not an Australian issue. It’s not a UK issue. This is an international issue that we all have to address. And we need to share and learn from one another. This is why a guide like this . . . is absolutely essential. Sponsorship, we know, works. . . and we haven’t done anything solid in Australia that I’ve seen to date, [that] provides a good, practical guide for employers on sponsorship. This is such a wonderful, practical tool, that the higher education can use.

In our data set, the tertiary sector has 237,303 employees across 94 organisations. There is a total remuneration pay gap of 10.7%. So, there is some work to do there. But this is where it becomes very interesting. Because if we look at women in management, in the tertiary sector, of all employees, 57.6% are women. Which is fantastic and actually not surprising.

When we come to all managers in the tertiary education sector, you’re at 48.1%, and that’s fantastic, because you’re way ahead of the national average there, which sits currently at 39.1%. When we look to CEOs in the tertiary education sector, you’re doing better than the national average, but considering nearly 60% of all employees are women, only 29.9% are CEOs – less than a third. What’s going wrong?

I suspect it’s those barriers that we see right across every industry: women take time out of the workforce to care . . . And we undersell ourselves when we do interviews. Elysia has quoted this figure: if at a final interview you’ve only got one woman being interviewed, we know from research from the UK that she will not get that job. So, all of these things are impacting on that 29.9% of CEOs in the tertiary sector. And that is why this sort of a guide is absolutely essential.”



*Sponsorship guide launch. From left to right: Professor Marcia Devlin (Co-Chair UAEW 2017/8), Professor Kerri-Lee Krause (Co-Chair UAEW 2017/8), Elysia McCaffrey, Dr Jen de Vries, Libby Lyons, Anne-Marie Lansdown (Deputy CEO Universities Australia).*



*Sponsorship guide launch, during the event. From left to right: Dr Jen de Vries, Professor Kerri-Lee Krause, Elysia McCaffrey, Libby Lyons, Professor Marcia Devlin.*

### *Sponsorship Guide article*

We also point you to an article in the Campus Morning Mail by Stephen Matchett on 21 November 2018, [Sponsoring spirals of success](#), which outlines the case for continued action in the gender equity space.

## **Summary outcomes and impact report 2017/8**

At the AGM and Sponsorship launch, we released an outcomes and impact report 2017/8. Key UAEW achievements are summarised below.

During the 2017/8 period, Universities Australia Executive Women's (UAEW) Co-Chairs developed the terms of reference for UAEW, instigated the formation of the Advisory Group, and transformed the Action Plan to a two-year Rolling Action Plan to provide agility in responding to sector-wide resource needs and to emphasise an outcomes-based approach to the work of the UAEW. These actions formed the foundation on which decisions were made regarding which resources to develop, and how to best disseminate resources with the goal of improving the representation of women, both academic and professional, at executive levels of university leadership and governance.

These decisions have resulted in the development and dissemination of [Unconscious Bias Guidelines](#) as well as the *Best Practice Recruitment Guidelines for Executive Appointments in Universities*, and now the [Sponsorship Guide](#). The UAEW team also developed *Best Practice Recruitment Guidelines for Executive Appointments Case Studies* based on sector exemplars. This resource will be updated as more case studies are presented (see our website, [www.universitiesaustralia.edu.au/UAEW](http://www.universitiesaustralia.edu.au/UAEW) for all these resources).

The [Mentors to Many](#) video vignette program records interviews with senior executives from Australian universities who provide advice on mentoring, sponsorship, and leadership. This program

was introduced in August 2017. The fifteen videos which have been released so far have been well received, and are promoted in UAEW newsletters as well as social media, particularly LinkedIn. On LinkedIn we have increased our membership by 1,410% from June 2017 to November 2018. One of the most watched of UAEW's videos is the [Mentoring and Sponsorship](#) video by Dr Jen de Vries, which led to the development of the Sponsorship guide.

Collectively, these resources are designed to complement the existing good work in Australian universities as they continue their commitment to address the under-representation of women at senior levels across the sector.

## **NEW Gender Diversity Recruitment Best Practice Guidelines Case Study**

UAEW would like to thank the University of Technology Sydney for collating their best practice gender diversity recruitment case study. We are keen to continue receiving and distributing new case studies of recruitment best practice in the sector. If you have a case study you would like to put forward, please do contact the Project Officer ([uaew@universitiesaustralia.edu.au](mailto:uaew@universitiesaustralia.edu.au)) with the details.

### **University of Technology Sydney Recruitment of Academic Women in STEMM**

**Issues Identified** – Heavily male-dominated STEMM Fields, particularly at Levels D & E and the need to redress the balance.

**Initiative Undertaken** – The School needed to recruit 5 continuing integrated academic roles. Two at level D/E and 3 at Level B, across 3 disciplines. The Convener of the committee was committed to running a recruitment process that was fair and equitable and that also targeted suitable female candidates. They also ensured that this was front of mind for all panel members throughout the whole process.

- Design of PD used inclusive, gender neutral language with limited (8) number of selection criteria.
- Selection committee balanced regarding gender
- The use of gender neutral language in the advert
- Advert copy started with UTS Equity statement and messaging around encouraging applications from female academics
- Sub-committee tasked with proactively sourcing female applicants in the respective discipline areas
- Focus of initial shortlisting conversations with candidates based solely on assessment of interpersonal skills and understanding of issues around equity and diversity. From these conversations suitable candidates were shortlisted for interview.

**Impact achieved** – Of the 2 senior roles 1 female academic was appointed at Level E of the 3 level B roles one female academic was appointed.

**Lessons learned** –

- The need to ensure that applicants of all genders feel that they can explain their career gaps
- Panel members being more cognisant of their own unconscious biases
- Opening paragraph of the job ad to be rewritten to stress UTS commitment to diversity in a broader sense (not just gender), consideration of career breaks etc.

NB. Across all these processes and at the start of all meetings the Convener reinforced the need to be mindful of equity and diversity issues to all panel member and reiterated the need to assess candidates relative to opportunity.

## Mentors to Many

We have been so well supported by the sector in making our *Mentors to Many* video vignettes. Thank you to all our contributors for their candid advice.

Since our September newsletter, we released four *Mentors to Many* video vignettes featuring:

- Professor John Dewar, Vice-Chancellor of La Trobe University. The three videos are available following these links: <https://youtu.be/6hoXA21DPkw>, <https://youtu.be/AtCbxBxp7pU>, and <https://youtu.be/YcegUlesFVY>.



### Mentors to Many series - insights from Professor John Dewar of La Trobe University

UAEW • No views • 6 hours ago

Professor Dewar answers the question, "if you could start your career again, what is the one thing you would do differently?"

New

- Professor Lorraine Ling, Pro Vice-Chancellor Associate, Towards Success of Victoria University, <https://youtu.be/mo98uBbWlKl>



### Mentors to Many series - insights from Professor Lorraine Ling of Victoria University

UAEW • No views • 26 minutes ago

Professor Ling tackles leadership, mentoring and leadership issues in this video.

New

## Membership recruitment

UAEW are keen to build their membership and their social network profile on LinkedIn. We are developing these fabulous sector resources and want to make them as accessible to as many colleagues as possible.

How can you help?

1. When you are networking, mention our organisation where appropriate and don't forget to mention that there is *no membership fee*;
2. If you like a resource on LinkedIn, *like* and *share* the material; and
3. Forward our newsletters to your colleagues.

## Membership

We encourage all interested colleagues to join UAEW. There is *no membership fee*.

Application forms are available on the [Universities Australia Executive Women website](#). The two types of membership are UAEW Senior Membership and UAEW Membership.

## Connect with UAEW

1. LinkedIn at [Universities Australia Executive Women Group](#)
2. <http://www.universitiesaustralia.edu.au/uaew>
3. Email our Project Officer – Kim Findlay – [k.findlay@latrobe.edu.au](mailto:k.findlay@latrobe.edu.au)

**Professor Marcia Devlin**  
**Deputy Vice-Chancellor and Senior Vice-President**  
**Victoria University**

**Professor Kerri-Lee Krause**  
**Deputy Vice-Chancellor (Academic)**  
**La Trobe University**